

Cultural Competence in CSAP's Strategic Prevention Framework

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Lansing, MI

Marcus Bouligny, Prospectus Group

Albert Gay, Consultant

Slide set developed in part by:

*Carlos Pavao, Northeast Center for the Application of Prevention
Technologies*

Workshop Objectives

- Participants will be able to define cultural competency
- Participants will be able to identify the relationship between cultural competency and the SPF Process
- Participants will begin to establish benchmarks and indicators in which to look for elements of CC in each of the 5 steps ☺

Cultural Competence

"A set of behaviors, attitudes and policies that come together in a system, agency, or program or among individuals, enabling them to function effectively in diverse cultural interactions and similarities within, among, and between groups."

Sources: U.S. Department of Health and Human Services

CC=Cultural Competence

Cultural Competence

Cultural Competence is a point on a continuum that represents the POLICIES and PRACTICES of an organization, or the VALUES and BEHAVIOR of an individual which enable that organization or person to interact effectively in a culturally diverse environment.

The Strategic Prevention Framework and Cultural Inclusion and Competency

SAMHSA's Strategic Prevention Framework Steps



Example

- **Assessment** – What does the problem look like and what resources do we have and need to solve it?
- **Capacity** – How can we build resources we need, use the resources we have and mobilize community people around the issue?
- **Planning** – Put together a blueprint for addressing the problem
- **Implementation** - Putting the plan into action
- **Evaluation** - Evaluating how we implemented the plan, what worked and what were the results

Step 1: Assessment



Assessment and Cultural Competency

Assessment Data Questions

- Collecting and interpreting the information/data on the problem.
- Information collected reflect the different populations in your community or agency.
- Obtaining reliable information on a particular sub-populations.

Assessment and Cultural Competency

- Identify racial and ethnic compositions of their communities
- Identify alternate sources and methods of obtaining data
- Formulate culturally-based assumptions of change
 - < Identify change from community perspective
 - < gain community approval of product

Making Comparisons Large Group Discussion

- What cultural considerations should be taken into account when making comparisons with the data?

Integrating Cultural Competency Step 1

- Was the data collected a reasonable representation of sub-populations in the community?
- How do we work with the community?
- How do we ensure a mechanism for the collection of cultural competence-related information/data?
- How do we gain approval of the community for data collection and analysis?
- How do we ensure data is culturally responsive and appropriate?
- What process do we create to identify culturally relevant risk and protective factors?
- How do we formulate culturally-based assumptions of change:
 - How do we identify change from community perspective?
 - How do we gain community approval of product?

Step 2: Assessing Capacity



What is Capacity?

- Various types and levels of resources within the community and within an organization, such as a coalition
- The community's level of readiness to engage in and support prevention efforts.

$$\text{Capacity} = \text{Resource} + \text{Readiness}$$

Integrating Cultural Competency Step 2

- How do we examine community resources and readiness?
- How do we provide safe and supportive environment for all participants?
- How do we examine breadth and depth of cultural competence?
- How do we check cultural representation (language, gender, age)?
- What policies (i.e. recruitment and retention, training, communication and community input) are needed to be developed to improve cultural competence?
- How do we ensure tools and technology are culturally competent?
- How do we identify and mobilize mutually acceptable goals and objectives?

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Step 3: Planning

Preparing for Planning

- The planning step involves synthesis and analysis of information that has been collected and linking those needs to plausible CC strategies.
- Participation from coalition members and community members in this process is an important element of CC.

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Knowing the Landscape

- An important first step in doing any strategy is to know the landscape of the community
- Conduct an **inventory** of the community
 - Commonly spoken languages
 - Socio-economic issues
 - Neighborhood alliances
 - Allegiances & non-allegiances
 - Municipal profiles
 - Key leaders

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Looking at Cultural Relevancy

Is the strategy culturally relevant and applicable across sub-populations?

- Will the strategy work with the sub-populations you have identified, as well as with the population as a whole?
- What cultural elements such as language, attitudes, values, norms and customs do you need to consider in planning for implementation of the strategy?
- How might you involve the sub-populations in looking at the appropriateness of a strategy?

Integrating Cultural Competency Step 3: Planning

- How do we ensure that cultural awareness exists in effective program planning?
- How do the decisions made by prevention professionals directly affect people's lives?
- What are some of the cultural beliefs and attitudes towards prevention and how may they differ in diverse populations?
- Are there cultural considerations that need to be considered in the design and implementation of evidence-based approaches?

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Step 4: Implementation

Implementation and Cultural Appropriateness and Relevancy

- The strategy's appropriateness and relevancy for a sub-population
 - Issues of adaptation and fidelity
- The implementing organization's responsiveness to the target population
 - How to be a culturally responsive organization

Integrating Cultural Competency for Step 4: Implementation

- Is the target population involved in the design of interventions?
- Is your intervention responsive to the population you have targeted and how do you know?
- Does/do the implementing organization(s) understand the shared values, attitudes, and beliefs of the community or population targeted?
- Does/do the organization(s) have the resources to deliver culturally appropriate strategies?
- Is information shared in a manner that is appropriate and understandable?

Step 5: Evaluation

Traditional vs. Collaborative Evaluation

Traditional	Collaborative

Cultural Considerations

- Technology access and availability
- Interpretation issues
 - Working with people who speak different languages
 - Working with individuals who are deaf or hard of hearing
- Religious/cultural issues
- Age issues
- Reaching/including small/under-represented populations

Integrating Cultural Competency for Step 5: Evaluation

- Are data collection methods themselves inherently culturally responsive and appropriate or not?
- What role does the context within which prevention efforts are being implemented play in establishing which data collection methods are culturally responsive and appropriate for a given situation?
- What is the utilization, reliability & validity of culturally appropriate psychometric methods and measures?
- What are the types and utilization of culturally appropriate adaptations with evidence based programs, policies, and practices?

Activity Questions

Enhancing Cultural Competency

- Valuing Diversity
- Awareness of the “Dynamic of Difference”
- Attitude
- Ability to Institutionalize
- Cultural Knowledge & Practice
- Adaptation to Diversity
- Cultural Self-Assessment

Close & Questions